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Win-Win Agreement

1. What has to happen for you to feel that the investment in this process will be beneficial?

i. _____

ii. _____

iii. _____

iv. _____

v. _____

2. Of those (5) benefits, which is the priority?

3. Let's agree and define that as a SMART goal:

4. When would you like it by?

5. What realistically can be achieved at the end of this process?

6. What realistically can be achieved within 12 months?

7. What would be different for you once all the objectives have been achieved?

8. Ok, imagine yourself there. What's different for you?

9. How will you measure it?

10. How will you know it's happening?

11. What's going to keep you from doing it?

12. How are you going to overcome those obstacles?

13. Knowing yourself, what are some of the challenges we will have to overcome?

Program:

Date:

Agreement between:

Signed:

And:

John A. Gibson

Signed:

Over the course of this program and through our ensuing work together, we will work together to accrue the following results:

- 1.
- 2.
- 3.
- 4.
- 5.

As the president/sponsor, I ____ agree to attend all meetings and complete the following actions to the best of my ability and at the agreed time:

1. Listen to concept materials the number of times requested and read the materials and make comments on their application to my situation.
2. Complete all the assignments requested of me between meetings.
3. Actively participate in all discussions and decision-making by sharing ideas, constructively analyzing and providing positive feedback on other people's ideas, listening actively and reaching consensus on decisions.
4. Follow up with _____ and complete all assignments between meetings.
5. Review with _____ the Win-Win agreement and agree the goals.
6. Review with _____ the Goal Success Plans and agree the goals are S.M.A.R.T.
7. Hold a meeting with _____ to review my implementation, progress, skills, and on-going results gained from this process.

8. Meet with _____ and review the assignments, progress, future action plans, and S.M.A.R.T. goals.
9. Continually review the WIN/WIN agreement to ensure a positive and financial return on the training dollar/time investment.

As Facilitator, I John A. Gibson agree to complete the following actions to the best of my ability and at the agreed time:

1. Conduct discussion of the concepts in such a way that everyone understands the concepts and develops a sense of their value.
2. Ensure that expectations about assignments are clear and reasonable.
3. Ensure that everyone has the opportunity to participate in the discussion in an atmosphere of safety and encouragement.
4. Listen to the offerings of every person and uncover the value within their ideas.
5. Assist the team in coming to consensus without affecting the nature of the outcome.
6. Offer helpful suggestions with an understanding that they may or may not be accepted.
7. To regularly meet and review the on-going progress of the process, and take any reaction plans as required.
8. To be available to all participants throughout the process to coach and advise, via phone or email.
9. To be flexible in delivering and facilitating the program to ensure all participants challenges, problems, and issues are resolved.
10. To review the WIN/WIN agreement to ensure we are on the right track to achieve the positive and financial return on your training dollar/time investment.

When we fulfill our commitments to act and achieve the chosen results together, what's in it for you?

- 1.
- 2.
- 3.
- 4.
- 5.